

# Investing in **Your** Success



**New Faculty Orientation**

**August 21, 2024**

# Agenda

- 1 Northeastern HR
- 2 How Human Resources Supports You
- 3 Keeping Engaged with Human Resources
- 4 Understanding Your Benefits



# Our Mission

## What we do

The university is **committed to** building a global talent-focused organization that provides **a positive, consistent employee experience supported by best-in-class** human resources expertise and services.

# Our Vision

## What we aspire to accomplish

University HR aims to **empower** our community by fostering a **culture of excellence and belonging** that supports Northeastern employees, and ultimately students, in achieving their fullest potential

# Our Values

## Who we are



Purpose-Driven



Forward-Thinking



Holistic



Thought Partners in  
Strategic Agility



Interconnected





# Guiding Principles

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Collaborate and **Partner** Strategically

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Standardize and **Simplify**

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Keep the **Human** in HR

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Create **Accessibility** for Everyone,  
Everywhere

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Make **Data-Driven** Decisions

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Build **Talent** and Leadership Capabilities

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# Faculty HR Support

College HR Admin

First point of contact for:

- College specific processes and direction
- Faculty pay related matters
- Faculty vacation, sick time, leave inquiries
- Faculty immigration support
- Faculty/Post-Doc staffing questions/guidance

Engages HRBP as needed



# Faculty HR Contacts by College:

COLLEGE	TITLE	NAME	EMAIL
Bouve College Health Sciences	Manager Faculty HR Administration	Millini Rambukwella	<a href="mailto:m.rambukwella@northeastern.edu">m.rambukwella@northeastern.edu</a>
D'Amore-McKim School of Business (DMSB)	Faculty Sr HR Associate	Dominique Stokes	<a href="mailto:d.stokes@northeastern.edu">d.stokes@northeastern.edu</a>
College of Engineering	Manager of Faculty HR Administration	Anastasia Sobolina	<a href="mailto:a.sobolina@northeastern.edu">a.sobolina@northeastern.edu</a>
College of Professional Studies	Faculty Sr HR Associate	Mariana Barragan	<a href="mailto:ma.boudreault@northeastern.edu">ma.boudreault@northeastern.edu</a>
School of Law	Manager of Faculty HR Administration	Gianina Chua	<a href="mailto:g.chua@northeastern.edu">g.chua@northeastern.edu</a>
Khoury	Manager of Faculty HR Administration	Hannah Kearns	<a href="mailto:h.kearns@northeastern.edu">h.kearns@northeastern.edu</a>
College of Science	Assoc Dir Admin & Faculty Affairs	Bethany Dupree	<a href="mailto:b.dupree@northeastern.edu">b.dupree@northeastern.edu</a>
College of Arts, Media and Design	Manager Faculty HR Administration	Millini Rambukwella	<a href="mailto:m.rambukwella@northeastern.edu">m.rambukwella@northeastern.edu</a>
College of Social Science & Humanities	Manager of Faculty HR Administration	Emmie Gates	<a href="mailto:em.nguyen@northeastern.edu">em.nguyen@northeastern.edu</a>



# University Human Resources

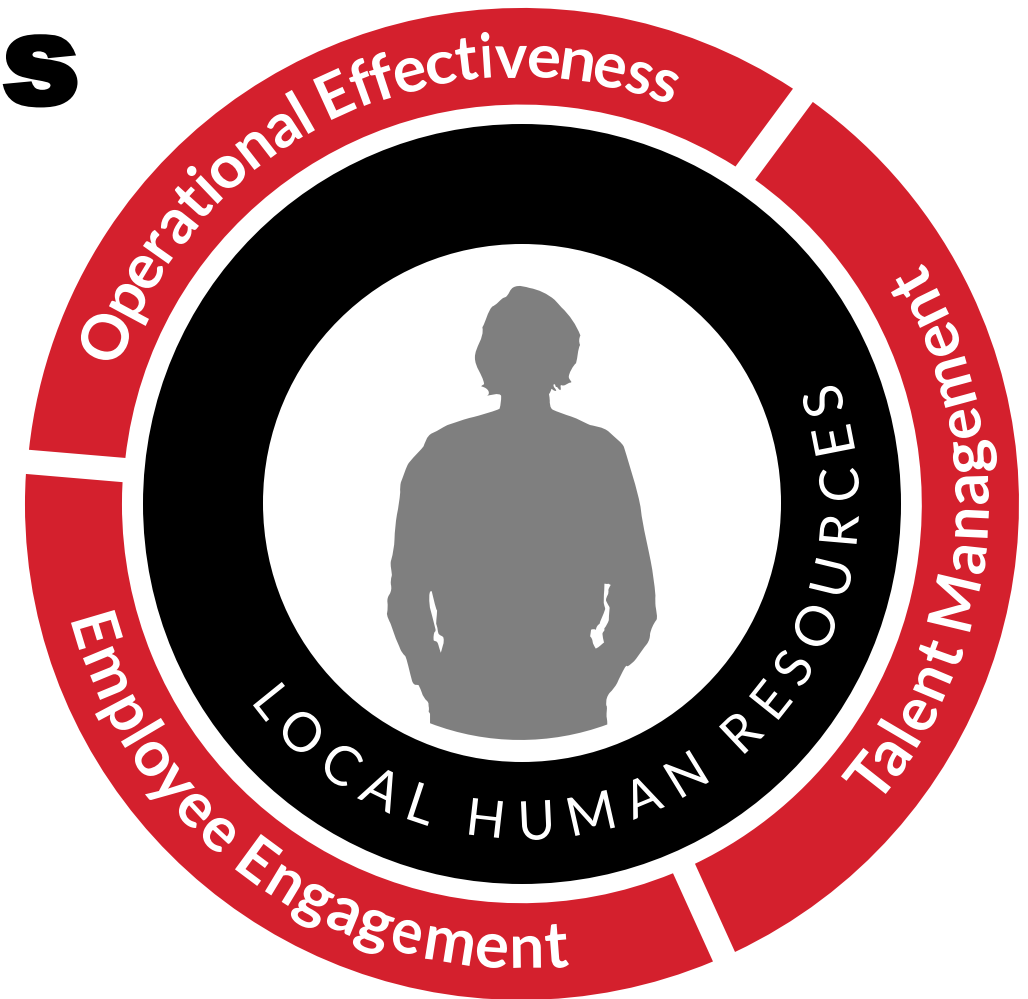
Provides organizational level HR leadership and support

Partners with Faculty HR

Central 'hub' for human resources

- Policies
- HR Data
- Benefits
- Compensation
- Talent Management
- Employee Engagement
- Complex employee relations issues (HRBP role)

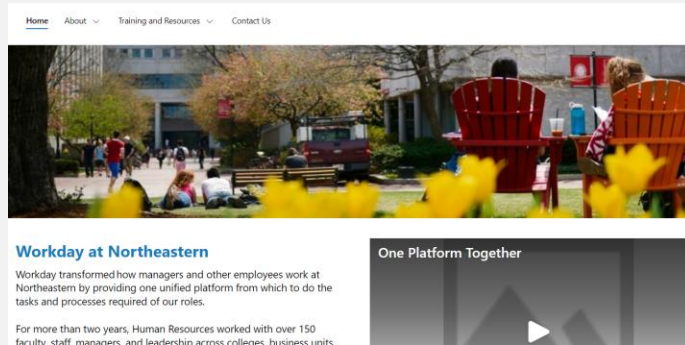
Partner to OUEC and Ombuds offices in supporting faculty and staff



# University HR Contacts by College:

College	Title	Name	Email
Bouvé College of Health Sciences	HR Business Partner	Lauren McCluski	<a href="mailto:l.kiley@northeastern.edu">l.kiley@northeastern.edu</a>
College of Arts, Media and Design	HR Business Partner	Lauren McCluski	<a href="mailto:l.kiley@northeastern.edu">l.kiley@northeastern.edu</a>
College of Engineering	HR Business Partner	Courtney Hesslein	<a href="mailto:c.hesslein@northeastern.edu">c.hesslein@northeastern.edu</a>
College of Science	HR Business Partner	Courtney Hesslein	<a href="mailto:c.hesslein@northeastern.edu">c.hesslein@northeastern.edu</a>
College of Professional Studies	HR Business Partner	Meghan Elliott	<a href="mailto:m.elliott@northeastern.edu">m.elliott@northeastern.edu</a>
College of Social Sciences and Humanities	HR Business Partner	Meghan Elliott	<a href="mailto:m.elliott@northeastern.edu">m.elliott@northeastern.edu</a>
D'Amore-McKim School of Business	HR Business Partner	Julia Pilichowicz	<a href="mailto:j.pilichowicz@northeastern.edu">j.pilichowicz@northeastern.edu</a>
Khoury College of Computer Sciences	HR Business Partner	John Bray	<a href="mailto:j.bray@northeastern.edu">j.bray@northeastern.edu</a>
School of Law	HR Business Partner	Julia Pilichowicz	<a href="mailto:j.pilichowicz@northeastern.edu">j.pilichowicz@northeastern.edu</a>

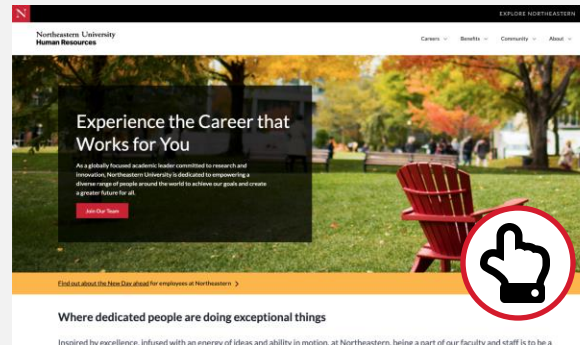
# How to Engage with HR



## Workday Website

The answers to “what”, “why”, “how”, “when” and what it means for you and your teams

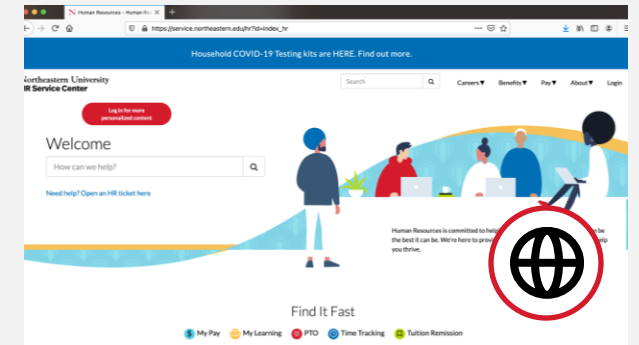
[northeastern.sharepoint.com/sites/workdaynortheastern/](https://northeastern.sharepoint.com/sites/workdaynortheastern/)



## HR Website

The external HR and employee experience website

[hr.northeastern.edu](https://hr.northeastern.edu)



## HR Service Center

The epicenter of HR and HR related processes and ‘first place to go’ resource for employees, managers, and faculty

[service.northeastern.edu/hr](https://service.northeastern.edu/hr)



# Your **Benefits**

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We aim to provide an accessible and comprehensive array of benefits to **help you and your family** thrive at all stages of life

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As part of our commitment to you, we **regularly review and modify** our benefits programs, taking into consideration employee feedback and what we learn from benchmark comparisons across industries, including higher education

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Our goal is to be inclusive to a U.S.-national workforce that **supports people** regardless of where they live, work or teach

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We **encourage our employees** to maximize the utility of our benefits programs

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# Your **Benefits**



## **Enhancing Your Wellbeing**

- Medical/Pharmacy
- Dental
- Vision
- Paid Time Off
- Paid Leave Program
- Mental Health
- Healthy Me Wellness platform
- EAP via Lucet



## **Supporting Career and Family**

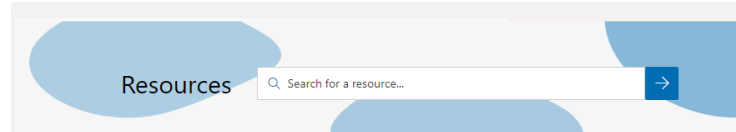
- Life & Disability
- Health Care & Dependent Care Flexible Spending Accounts
- Retirement Plans
- Onsite Children's Center & Care.com
- Commuter Benefits
- Tuition Remission



# Your **Benefits** Resources

## Enrollment Window

- Enrollment must be completed within 30 days of your date of hire
- Open Enrollment for CY2026 benefits offered in fall 2025



The screenshot shows a web interface with a header bar containing the word "Resources" and a search bar with the placeholder text "Search for a resource...". Below the header is a row of six icons representing different services: Campus, Spaces & Events; Financial Services; HR Benefits & Services; Library & Research; Miscellaneous; and Policies & Training.

## Resources

- New Employee Benefits Orientation
- Online Enrollment in Workday
- Benefits Team: HR-Benefits@northeastern.edu
- [employee.me.northeastern.edu/resources/](https://employee.me.northeastern.edu/resources/)

## Questions?

**Ibrahim Essa**

Director Benefits

[i.essa@northeastern.edu](mailto:i.essa@northeastern.edu)

**Anne Marie Bumpus**

Manager Benefits

[a.bumpus@northeastern.edu](mailto:a.bumpus@northeastern.edu)

**Luluah Safri**

Assoc. Vice President HR-Benefits, Compliance and Global Mobility

[l.safri@northeastern.edu](mailto:l.safri@northeastern.edu)



**Questions?**

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